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# New Hampshire Department of Safety NABITA Grant Proposals

Jamie Kelly

*Director of Client Relations, TNG*

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 610 547-7232

 [jamie.kelly@tngconsulting.com](mailto:jamie.kelly@tngconsulting.com)

 [www.tngconsulting.com](http://www.tngconsulting.com)



# COMPANY OVERVIEW

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TNG is a consulting and training firm that offers system-level solutions for safer schools and campuses. TNG is a repository for models that will enhance and advance your campus risk management and compliance efforts.

TNG emphasizes best practices for policy, training, and prevention as proactive risk management. TNG specializes in advancing culture change strategies and problem-solving for the tough wellness, compliance, and liability issues colleges and universities face today.

TNG is a think tank of 30 consultants that has provided services to more than 3,000 colleges and schools. We have annual retainers with more than 65 colleges and universities each year and serve hundreds more on a case-by-case consulting basis. We also serve a growing number of K-12 school districts and independent schools. Every day, more schools and colleges enhance the health and safety of their communities *the TNG way*.

Our reach is vast and our impact is significant.

TNG is also widely recognized for its creation and management of two associations that have national leadership in their areas of expertise, NABITA and ATIXA. [NABITA](#), the National Association for Behavioral Intervention and Threat Assessment, is a not-for profit membership association that is now home to 2,100 school and college administrators who participate in behavioral intervention and threat assessment teams as a student support and violence prevention mechanism.

[ATIXA](#), the Association of Title IX Administrators, was launched in August of 2011 as a not-for-profit membership association and has become the leading voice and professional development resource for Title IX administrators in higher education. ATIXA has more than 3,500 active members, and has provided training on Title IX, civil rights, discrimination and investigations to school and college administrators across the country. ATIXA has now certified more than 3,500 Title IX Coordinators and more than 8,000 Civil Rights Investigators.

The seven partners of TNG are widely recognized as leading experts on Title IX in higher education and serve as ATIXA's primary content providers and trainers.

ATIXA's model policies and procedures are in place at hundreds of colleges and universities, especially its landmark "One Policy, One Process" model, which allows institutions to address all forms of harassment and discrimination under a single set of policies and procedures.

ATIXA's model policies and procedures have been accepted for resolution in Office for Civil Rights investigations and have been cited favorably by judges in federal court rulings.

TNG's partners and consultants have also written codes of conduct for more than 100 schools and have trained hearing panels on more than 1,000 campuses.

# TNG SERVICES

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TNG is an umbrella for six linked organizations, which serve to advance holistic, proactive prevention and risk management within K–12 schools, on college and university campuses, and in workplaces:

- [ATIXA, the Association of Title IX Administrators](#)
- [NABITA, the National Association for Behavioral Intervention and Threat Assessment](#)
- [Title IX Expert Witness](#)
- [Risk Management Solutions](#)
- [External Investigations](#)
- [Custom Solutions](#)

Through its consultants and the organizations listed above, TNG provides services in ten areas:

- Athletics
- Policy Review Services
- Investigations
- TNG Hearing Advisors
- TNG Third-Party Neutral Decision-Makers
- Compliance Audits and Program Assessments
- Legal Representation and Retainers
- Expert Witness and Litigation Services
- Model Policies, Procedures, and Publications
- Training, Prevention, and Professional Development

# NABITA TRAINING PACKAGE A

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## K-12 BIT STANDARDS & BEST PRACTICES COURSE - One Day Training

While foundational in nature, this course offers much more than a basic overview of how a team functions. Whether you are a new team just getting off the ground, or a seasoned team with a few years of experience under your belt, this one-day course can help bring your team in line with best practices for behavioral intervention teams.

This course contains content related to defining behavioral intervention teams, implementing school and/or district wide teams, using an objective risk rubric for all BIT referrals, developing appropriate interventions, utilizing mandated assessments, and marketing/advertising the team based on survey data, research, and literature in the fields of threat assessment, psychology and law enforcement. This course allows time for discussion and interactive case examples. The course content is rooted in the NABITA Standards for Behavioral Intervention Teams and will teach on the following topics:

### **BIT Structural Elements**

- o Behavioral Intervention Team (BIT) Overview and Philosophy
- o Defining BITs, threat assessment, and prevention/early intervention work
- o 3 BIT phases: gathering information, assessing risk, deploying interventions
- o Team mission and scope
- o Team name and establishing the team at the school
- o Team structure: who leads the team and who serves on the team
- o Meeting frequency
- o The importance of a formalized Policy and Procedural manual
- o Gaining budgetary support for the team

### **BIT Process Elements**

- o The importance of standardized, objective risk ratings
- o Overview of NABITA Risk Assessment Tools: Risk Rubric, Looking Glass, SIVR-35, ERIS
- o Training on the use of the NABITA Risk Rubric
- o Case study application of the NABITA Risk Rubric
- o Overview of intervention and case management techniques
- o Advertising and marketing your team to the school community
- o Record Keeping

### **BIT Quality Assurance and Assessment Elements**

- o Developing a team training schedule
- o Supervising team members and providing leadership for group dynamics and team participation
- o Conducting audits of the team's performance
- o Developing end of semester and end of year reports

# NABITA TRAINING PACKAGE B

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## K-12 BIT STANDARDS & BEST PRACTICES COURSE (DAY ONE)

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# NABITA TRAINING PACKAGE B

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## Structured Interview for Violence Risk Assessment (SIVRA-35) (DAY TWO)

Increasingly more schools are looking to in-source the capacity to perform violence risk assessments by behavioral intervention and threat assessment teams. The Structured Interview for Violence Risk Assessment (SIVRA-35) is a thirty-five-item inventory designed by Brian Van Brunt, Ed.D., that is used to assist Behavioral Intervention Team members and clinical staff in conducting a more thorough and research-based violence risk assessment.

The SIVRA-35 can be used as a structured questionnaire or can be scored to provide the assessor a low, moderate, or high rating of risk for a range of behaviors. SIVRA-35 training, led by NABITA experts, will cover how to administer the tool based on a range of behaviors, including:

### Direct Communicated Threats

- o Social media picture postings that involve a weapon being brandished
- o Bullying or intimidating behavior (may include both the target and the perpetrator of these behaviors) o Disruptive behavior that includes threatening gestures, physical intimidation or aggressive outbursts
- o Potential “off color” jokes or veiled statements:  
“I should blow this place up!”, “I’m going to go off like that Korean kid at V-Tech.”
- o Threatening writings or drawings

### Observable Behaviors/Language/Factors

- o Para-weapon or dangerous material possession like airsoft guns, the Anarchist’s Cookbook, swords, knife collections, etc.
- o Psychotic, delusional or schizophrenic talk: “I am Hitler/Jesus”, “The people in the chairs don’t swim like the others”, “I can’t cry on Tuesdays”
- o Disruptive behavior that is perceived as overly rude, entitled or includes threatening gestures, physical intimidation or aggressive outbursts
- o Odd, strange or concerning writings or drawings
- o Bloody or violence-filled tattoos
- o Lack of empathy or objectification of others

### Contextual Environmental Factors

- o Obsessional pursuit and stalking
- o Return to campus following involuntary commitment or hospitalization
- o Rapid change in previously upsetting behavior without explanation
- o Elevated “contagional” response regarding other extreme events

This training will also offer additional detail, case studies, and advice on how the BIT can integrate the SIVRA-35 into its current practice.

# PRICING

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## TOTAL SUMMARY

### NABITA TRAINING PACKAGE A

- **K-12 BIT Standards and Best Practices Course - One day training**

TNG Consulting has created a customized K-12 pricing structure for all trainings. We are happy to extend an additional 15% discount on this training for the State of New Hampshire. The total for this one day Certification Course is \$8,000 for up to 25 attendees. Each additional attendee thereafter will be charged \$300.

### NABITA TRAINING PACKAGE B

- **Day One: K-12 BIT Standards and Best Practices Course**
- **Day Two: Structured Interview for Violence Risk Assessment (SIVRA-35)**

TNG Consulting has created a customized K-12 pricing structure for all trainings. We are happy to extend an additional 15% discount on this training for the State of New Hampshire. The total for this two day Certification Course is \$15,000 for up to 25 attendees. Each additional attendee thereafter will be charged \$600.

We value your partnership and want to thank you for all that you do!

# CONSULTANT BIOGRAPHIES

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## **BRIAN VAN BRUNT, Ed.D.**

Brian Van Brunt is a Partner in TNG, the President of the National Behavioral Intervention Team Association (NaBITA), and a past-president of the American College Counseling Association (ACCA). He has a doctoral degree in counseling supervision and education from the University of Sarasota/Argosy and a masters degree in counseling and psychological services from Salem State University.

Brian is a regular speaker for academic conferences around the world. He has presented dozens of workshops with the American College Counseling Association (ACCA), Association of Student Conduct Administrators (ASCA), National Association of Forensic Counselors (NAFC), American College Personal Association (ACPA), Association of University College Counseling Center Directors (AUCCCD), Student Affairs Administrators in Higher Education (NASPA), and the European Congress on Violence in Clinical Psychiatry.



Brian has presented hundreds of online training seminars and classes. These trainings have reached well over 150,000 individual staff and faculty members at colleges and universities across the country. He has developed remote, asynchronous training modules on violence, mental health, and suicide prevention for Resident Advisors (RAs) through Magna Publications and created a behind-closed-doors style card game for resident advisors called RACE!. He developed a mental health crisis guide for study abroad advisors for the American Councils and has written textbook test banks and instructor guides for Pearson Education.

Early in his career, Brian provided case management services through the Massachusetts Department of Mental Health, coordinated involuntary psychiatric commitments for law enforcement and hospital emergency departments, offered medical care as an Emergency Medical Technician (EMT-R) and Ski Patrol member, and was a registered white-water rafting guide in the state of Maine. Brian is certified in QPR suicide prevention and BASICS alcohol education.

Brian has taught at a number of universities and colleges over the course of his career. He has offered classes in counseling theory, ethics, program evaluation, statistics, and sociology for both graduate and undergraduate students. Brian has served as the director of counseling at New England College and Western Kentucky University. He is the author of several books including: *Harm to Others: The Assessment and Treatment of Dangerousness*, *Ending Campus Violence: New Approaches in Prevention* and *A Faculty Guide to Addressing Disruptive and Dangerous Behavior in the Classroom*. Brian is an expert on campus violence and has been interviewed by the New York Times, National Public Radio, LA Times, USA Today and has appeared on Headline News and Anderson Cooper 360. He is a frequently-invited keynote speaker and has offered training to law enforcement, homeland security, FBI, college faculty, and staff. Brian recently developed the Structured Interview for Violence Risk Assessment (SIVRA-35), a starting place for law enforcement, clinical staff, and administrators to conduct a standardized, research-based violence risk assessment with individuals determined to be at an increased risk.



# CONSULTANT BIOGRAPHIES

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## MAKENZIE SCHIEMANN, M.S.

Makenzie Schiemann is an Associate Consultant for The NCHERM Group and the Associate Executive Director for the National Behavioral Intervention Team Association (NaBITA). Makenzie started her professional career as a teacher working in middle grades education, but has spent the last nine years in higher education overseeing the behavioral intervention team, case management program, and victim advocacy department at both a small private college and a large public university. She earned her B.S in Education from Ashland University, her M.S in Educational Psychology, Community Counseling from Southern Illinois University, and is currently enrolled in the University of South Florida Ph.D. program for Higher Education Administration.



Makenzie spent three years as the Director for Student Outreach and Support, the Director for the Center for Victim Advocacy, and the Chair of the Students of Concern Assistance Team at the University of South Florida.

In these roles, Makenzie developed comprehensive protocol manuals for both the case management program and the victim advocacy department which aligned with best practice standards and served as a model for other institutions in the development of their policies. Prior to working at the University of South Florida, Makenzie served for six years as the Director of Outreach Services and Health Promotion at Eckerd College where she oversaw the case management program and chaired the Intervention Team. She also developed and implemented all health promotion initiatives including a comprehensive violence prevention campaign.

Prior to working in higher education, Makenzie taught 8th grade in the Kentucky K-12 public education system. In this role, Makenzie also served on the school's Crisis Response Committee, developing strategies for preventing and responding to crisis incidents including school-wide behavioral trends, acts of physical aggression, and active shooter scenarios.

Makenzie has presented at numerous national conferences including NASPA, the Higher Education Case Manager's Association (HECMA), NaBITA, and ASCA. Additionally, she has presented various online trainings, conducted research on case management practices, and written publications on case management work. She currently serves on the advisory board for NaBITA, is an editor for the Journal for Behavioral Intervention Teams, and has previously served on the leadership board for the Higher Education Case Managers Association (HECMA). Her areas of expertise include policy and program development for behavioral intervention teams, case management, and victim advocacy, strategies for chairing behavioral intervention teams, research and assessment, and strategic planning for comprehensive educational and awareness programming.

